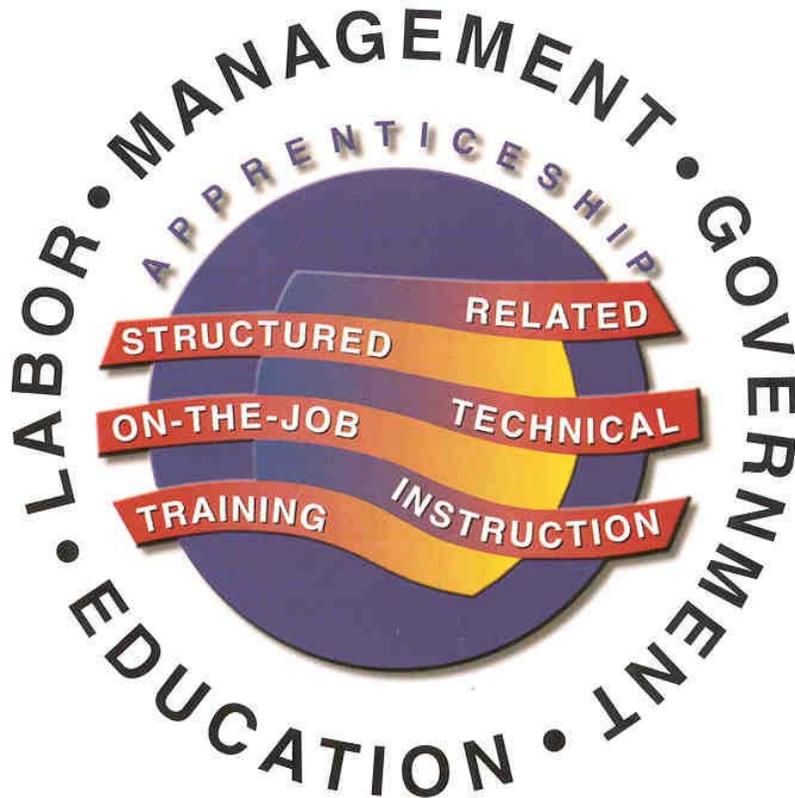


# WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL



## The "Original 4-Year Degree"

1941 - 2004

63 Years of Registered Apprenticeship in Washington State

Web Site: <http://www.lni.wa.gov/TradesLicensing/Apprenticeship/>

Presented to the Director of the  
Department of Labor and Industries

April 2004

April 2004

Paul Trause, Director  
Department of Labor and Industries  
P. O. Box 44001  
Olympia, Washington 98504-4001

Dear Mr. Trause:

I am pleased to submit the 2004 Annual Report on behalf of the Washington State Apprenticeship & Training Council (WSATC). This report includes statistical data, program activities, mission, and vision. Apprenticeship in the State of Washington continues to expand. We currently have over 13,000 apprentices and that number will continue to increase.

The WSATC and the Department have been continuing to work with the Apprenticeship Community, the Governor, the State Legislature, and the Federal Government to streamline and improve the rules and policies that are required by law. The Department's participation at job fairs in conjunction with our quarterly Council meetings continues to spread the word about the "Original four year degree". By supporting programs that promote apprenticeship, including the Annual Construction Apprenticeship Academy and various job fairs, we can guarantee the future of apprenticeship in our state.

Apprenticeship has proven itself to be a flexible system that can effectively adapt to change. Recently we have seen the introduction of new and emerging apprenticeship programs. Careers in childcare, optometry, and public service administrative fields are now registered apprenticeship programs. The Washington State Apprenticeship & Training Council is committed to assisting in processes that bring organizations together for the benefit of current and future apprentices. We will remain committed to overseeing the welfare of the individual registered apprentice.

The upcoming year has challenges for our state and our nation. We look forward to providing guidance and support in meeting those challenges. Some of the goals for 2004 are to continue to expand the apprenticeship opportunities for apprentices and the program sponsors, to improve apprentice retention, and apprentice graduation rates.

Sincerely,

Lawrence "Pete" Crow, Chair  
Washington State Apprenticeship & Training Council

# COUNCIL MEMBERS

## Employer Members

Melinda Nichols (Vice-Chair)  
Reginald Kaiser  
LaFrank Newell (through December 2003)  
Richard Schrader (Effective December 2003)

## Public Member

Susan W. Crane

## Employee Members

Lawrence Crow (Chair)  
Al Link  
Karen Carter (through October 2003)  
David Johnson (Effective October 2003)

## Ex Officio Members

Ellen O'Brien Saunders, Executive Director  
Washington State Workforce Training & Education  
Coordinating Board  
Sylvia Mundy, Commissioner  
Employment Security Department  
Earl Hale, Executive Director  
Washington State Board for Community &  
Technical Colleges  
Anne Wetmore, Washington State Director  
US Department of Labor, Office of  
Apprenticeship Training ATELS

## APPRENTICESHIP PROGRAM STAFF

- Secretary to the Council Patrick Woods
- Apprenticeship Program Manager Nancy J. Mason
- Recording Secretary Su Anne Pettit
- Assigned Assistant Attorney General Steve Nash  
for the Council
- Assigned Assistant Attorney General Suchi Sharma/Judie Warner  
for the Department
- Central Office Staff Larry Whalen  
Michael Thurman  
Deahanna Hernandez (through June  
2003)  
Nhung Nguyen (Effective August 2003)

# **LABOR AND INDUSTRIES' APPRENTICESHIP COORDINATORS**

Region 1 - Snohomish, Skagit, Whatcom, Island, and San Juan counties	Bill Chrisman
Region 2 - King County	Sandra Husband Todd Snider (Effective July 2003)
Region 3 - Pierce, Kitsap, Clallam, and Jefferson counties	Pam Doss
Region 4 - Longview Office - Wahkiakum, Cowlitz, Clark, and Skamania counties, and the southern part of Pacific County	Ed Madden
Region 4 - Tumwater Office - Grays Harbor, Mason, Thurston, and Lewis counties, and the northern part of Pacific County	Alice Curtis
Region 5 - Central Washington - Okanogan, Douglas, Chelan, Grant, Kittitas, Yakima, Klickitat, Benton, Franklin, Walla Walla, and Columbia counties	Marcia Brown
Region 6 - Eastern Washington - Ferry, Stevens, Pend Oreille, Lincoln, Spokane, Adams, Garfield, Asotin and Whitman counties	Evie Lawry

# MISSION

The Washington State Apprenticeship and Training Council and the Department of Labor and Industries promote a highly skilled and diverse workforce by developing and supporting apprenticeship training programs throughout the state. This work is carried out under the authority of Chapter 49.04 RCW, in partnership with business, labor, government, and education.

# VISION

The people of Washington State understand and value the role of apprenticeship in promoting a highly skilled and diverse workforce. Individuals interested in apprenticeship have equal opportunity to participate in these training programs.

# VALUES

The Washington State Apprenticeship and Training Council:

- ❶ Believes that apprenticeship produces highly skilled workers and contributes to the economic vitality of the state.
- ❷ Establishes policy and makes decisions in an open, collaborative manner with equal input and representation from business and labor.
- ❸ Ensures that all who are interested have access to information about apprenticeship programs and equal opportunity to participate in them.
- ❹ Supports diversity of thought, ideas and people in the apprenticeship community.
- ❺ Communicates with all apprenticeship stakeholders in a consistent, open and fair manner.
- ❻ Views the safety, health and education of all apprentices as a paramount concern.
- ❼ Regularly evaluates customer needs to ensure that the quality and relevance of apprenticeship training remain high.
- ❽ Assesses the potential for apprenticeship opportunities in new and emerging occupations and technologies.

# APPRENTICESHIP OVERVIEW

Apprenticeship combines classroom studies with on-the-job training under the supervision of a journey-level craft person or trade professional. Apprenticeship programs are a proven success in Washington. They offer key benefits not normally found in other education and job-training programs. Apprentices learn a skill that leads to a lifetime career and they earn while they learn. Apprenticeship prepares individuals for work in more than 100 occupations across the state.

Over six decades ago, the Washington State Legislature established the Washington State Apprenticeship and Training Council to oversee apprenticeship. By law, the council approves formation of apprenticeship training committees in cities or trade areas and approves standards by which local programs operate. Committee-sponsored programs are typically funded and administered together by representatives of employers and employees. The key indicators of an effective program are:

- ❶ The ratio between apprentices and journey-level supervisors (low ratios indicate greater attention to on-the-job skill development).
- ❷ Commitment of the apprenticeship committee to diversity, availability of pre-apprenticeship orientation and training, and quality classroom trainers.
- ❸ A high ratio of apprentices indentured that are retained and graduate is a key indicator of a strong and successful program.

"Plant" apprenticeship programs are developed for a specific occupation at a particular employer's work site.

# KEY EVENTS IN 2003

**The 6th Annual Construction Apprenticeship Academy:** In the spirit of cooperation and cost savings, the Apprenticeship Section assisted the Northwest Laborers Apprenticeship Committee in advertising the two one-week sessions in July 2003 and then in the selection and scheduling of applicants for these sessions. Approximately 2 educators and 54 students/applicants attended the sessions.

**The new Apprenticeship Registration and Tracking Systems (ARTS)** was put in full operation June 2003. The work on this system began in November 2001. Even though the system was put into full use, there are still ongoing upgrades to system to include verification of data elements and new reports. Michael Thurman and Larry Whalen are the primary personnel from Apprenticeship working with Sandra Butler, Tom Creasia, Penny Jenson, Leonard Sherman, Shanna Beigert, Emma Thomas, Thomas Wolfe from Information Services, and Brett Brewer, Sergei Sheinblum, and Mike Mayfield from Brewer Consulting.

The data for the ARTS Web Project was migrated from the old ARTS to the new ARTS WEB database on May 29, 2003. The new system was officially turned over to L&I for normal maintenance and updating on June 30, 2003. During this time period, over 15,000 apprentices had to be deleted from the old ARTS and re-entered into the new ARTS database. The Internet address for the public version of our ARTS data is as shown below.

<https://fortress.wa.gov/lni/arts/Menu/MainMenu.asp>

As part of this project, the standards for all our registered programs were put on the Internet in Acrobat format. The Internet address for the listing of the programs and occupations is as shown below. Additionally, there are direct links to the program standards from within the ARTS database.

<http://www.lni.wa.gov/TradesLicensing/Apprenticeship/Programs/Standards/default.asp>

**Apprenticeship Technical Assistance Classes** – In an effort to provide better support to Apprenticeship Customers, two Apprenticeship Technical Assistance Classes were held in October 2003 on the new On-Line Apprenticeship Registration and Tracking System (ARTS WEB) and electronic forms. Two additional classes were scheduled for January 12, 2004. Our thanks to the Puget Sound Electrical Training Center staff for providing the support for the October 8 2003 class. The October 13, 2003 class was held at the Labor and Industries Office in Spokane. Approximately 50 individuals attended the two classes.

**Apprentice Wage Earnings (AWE) Report** - A draft report was developed using data from the Apprenticeship Database and Employment Security Department (ESD) databases to show wages earned by apprentices prior to entering an Apprenticeship Program and upon or after completion/leaving an apprenticeship program. The report is expected to be finished once the county data is integrated into the ARTS database. Assistance on the report has been provided by Maureen McNamara and Jerry R. Tyler.

**A Tribal Liaison Subcommittee on tribal relations was created.** The Apprenticeship Council has initiated a Tribal Liaison Subcommittee to work with Tribal Councils around

the State of Washington to help determine their interest and need for apprenticeship. This committee met several times during 2003 and is pursuing various options for apprenticeship utilization with a variety of tribes. Working with Washington State Department of Transportation (WSDOT) and Tribal Employment Rights Organization (TERO), the subcommittee has begun to forge new and positive relationships to expand apprenticeship opportunities.

**The WSATC Affirmative Action Subcommittee was renamed the Compliance Review and Retention Subcommittee** to examine not only who enters apprenticeship programs but also who stays and how we can improve our retention numbers. In October 2003, The WSATC Affirmative Action Subcommittee requested input and discussion on its new roles and responsibilities as the Compliance Review and Retention Subcommittee. Final decision on the roles and responsibilities for this subcommittee is expected at the July 2004 WSATC quarterly meeting.

**In January 2003, the WSATC adopted the new format for Standards of Apprenticeship.** All programs will be converted to the new format over the next year to two years. Additionally, in April 2003, a new format for Standards of Apprenticeship for Reciprocal programs between Washington and Oregon was approved. There are approximately 5 programs based in Washington about 20 based in Oregon, which will fall under this new format. **The 2001/2002 Compliance Reviews** were completed by the Labor and Industries (L&I) Apprenticeship Coordinator 1's (AC1's).

**In January 2003 an initiative for reducing barriers for Apprentices to receive college degrees (SHB1061) was begun.** The Apprenticeship Section worked with the State Board for Community and Technical Colleges (SBCTC) to ensure that apprentices receive their 2-year degree. This resulted in numerous workgroup meetings involving sponsors of apprenticeship programs, Council members, L&I, employer associations, SBCTC, labor organizations, and WFTECB. All this effort paid off in a bill approved by the Governor. Additionally, In July 2003, the SBCTC reported it would review all tuition waivers, which include Apprenticeship, Basic Skills and Parent Education.

**The WSATC Transportation Subcommittee report on Referendum 51** was given to the Legislature in January 2003

**A \$50,000 grant for Health Care Apprenticeship** - MultiCare was received in January 2003 from a national organization, which was used to develop the first health care apprenticeship program in Pierce County.

January -SHB 2202 Cosmetology Apprenticeship Advisory Committee

**A new form for submitting objections** was approved at the July 2003 quarterly meeting by the WSATC. This form is designed to facilitate the approval/rejection process for new apprenticeship programs and as such is considered new policy. The Council's WAC/RCW Subcommittee has been asked to review the document for possible incorporation into the WAC in 2004. A new process for the WSATC to more clearly communicate with stakeholders was also developed.

**As part of the Apprenticeship Scorecard**, a major emphasis was initiated to approve 24 new programs including healthcare apprenticeship programs. Various activities have occurred in support of this initiative as noted below

- In July 2003, the agency Apprenticeship Coordinators of Washington and Oregon had joint training conducted by Office of Apprentice Training and Employer Services OATELS on developing new apprenticable occupations focusing on the health care industry.
- On August 25-28, 2003, with the assistance of OATELS and Labor and Industries, Nancy Mason, Bill Chrisman, Evie Lawry, Ed Madden, Pam Doss, Alice Curtis, and Todd Snider attended Consultative Skills training in Denver Colorado. OATELS and State Apprenticeship Council (SAC) representatives from 20 states attended this training on how to expand apprenticeship as a training model for employers in new and emerging industries that have not traditionally used apprenticeship as customized training system.
- In October 2003, Washington was selected as one of five pilot sites for a Department of Labor (DOL) grant to work with the Council for Adult Experiential Learning (CAEL) to develop career lattices in healthcare.
- The Apprenticeship Section worked with youth councils to help transition youth into apprenticeship programs that have shortages.
- Briefings in were given to WorkForce Development Councils (WDC) on apprenticeship programs and their benefits, with an emphasis on healthcare related apprenticeship programs.
- Mike Ratko and Pam Doss participated on a healthcare worker shortage task force education committee.

**In October 2003, The Apprenticeship method was recognized as meeting the “rigorous assessment” required under the "No Child Left Behind Act"**. The Public School Classified Apprenticeship Program had nine of its occupations endorsed by the Superintendent of Public Instruction as meeting the requirements of this Act.

**In 2003, a special project** was started by the Apprenticeship Section to reduce the number of outstanding complaints and investigations of Apprenticeship Programs. The new Apprenticeship Coordinator began work in January 2004 and one of the main focuses will be to complete all the current investigations as soon as possible.

**In June 2003, Patrick Woods**, Nancy Mason, and Michael Thurman attended a 2-day conference in Baltimore, Maryland, sponsored by the DOL, in regards to the WorkForce Act and Apprenticeship. Communications on this subject continued throughout the remainder of 2003.

**In February 2003, the Apprenticeship program was asked to participate in a national forum to improve apprenticeship.** As part of this, a representative from Labor and Industries was appointed to the New and

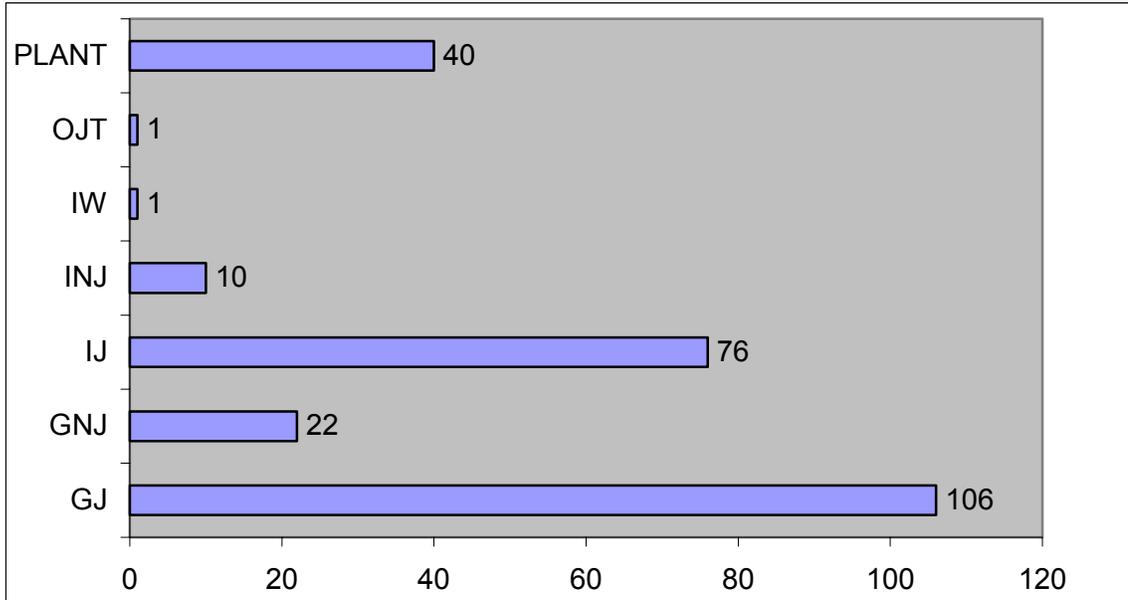
Emerging Apprenticeships Subcommittee for the National Advisory Committee on Apprenticeship.

**In 2003, the following programs/occupations were approved by the WSATC.**

Directorate of Logistics, Ft. Lewis, Washington and Skookum Corporation Apprenticeship Committee	Automotive Mechanic
Electroimpact, Inc. Engineer Technician Plant Apprenticeship Program	Engineer Technician
Hair We Are LLC	Cosmetologist
J.R. Simplot Company - Quincy - Industrial Maintenance Mechanic	Industrial Maintenance Truck Mechanic
Multicare Health System - Health Unit Coordinator Apprenticeship & Training Program	Health Unit Coordinator
Multicare Health System (MHS) CT-MRI Apprenticeship Program	Computed Tomography (CT) Magnetic Resonance Imaging (MRI)
Northwest Washington Carpet, Linoleum, & Soft Tile Apprenticeship Committee	Carpet, Linoleum & Soft Tile Layers
Puget Sound Electrical JATC	Neon and Electrical Sign Installer
Teknon Corporation Apprenticeship Committee	Data/Voice Cabling Technician - Installer
Washington Burglar & Fire Alarm	Fire and Burglar Alarm Technician
Washington State Cosmetology Apprenticeship Program	Barber II Cosmetologist II Esthetician II Manicurist II
Washington State Department of Labor and Industries Classified Employees JATC	Workers Compensation Adjudicator 2 Industrial Relations Agent

# SUMMARY OF APPRENTICESHIP DATA

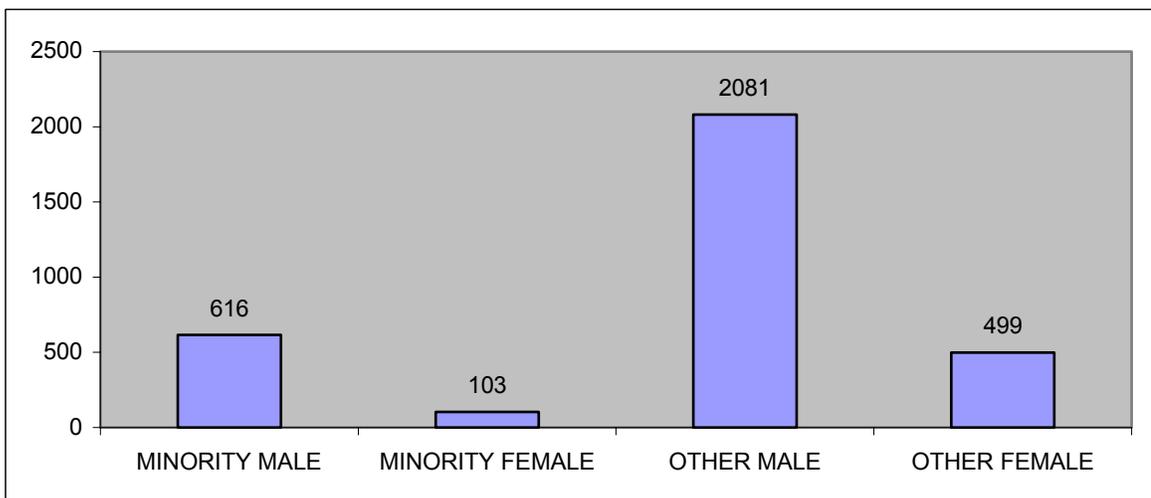
**Table 1. Number of Active Apprenticeship Programs in 2003**



**Note:** (OJT - On-The-Job Training; IW - Individual Waiver, INJ - Individual Non-Joint, IJ - Individual Joint, GNJ - Group Non-Joint, GJ - Group Joint)

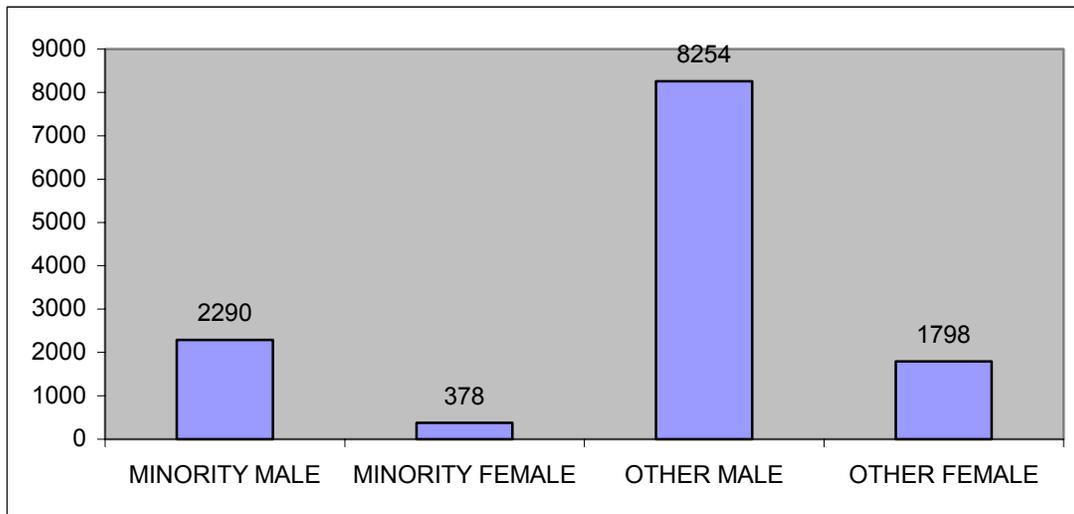
- A total of 256 programs were active in 2003
- 1 new committees were approved with 1 occupation
- 10 new programs were approved with 11 occupations
- 6 new trades were added to 3 existing programs

**Table 2. Apprentices Registered in 2003**



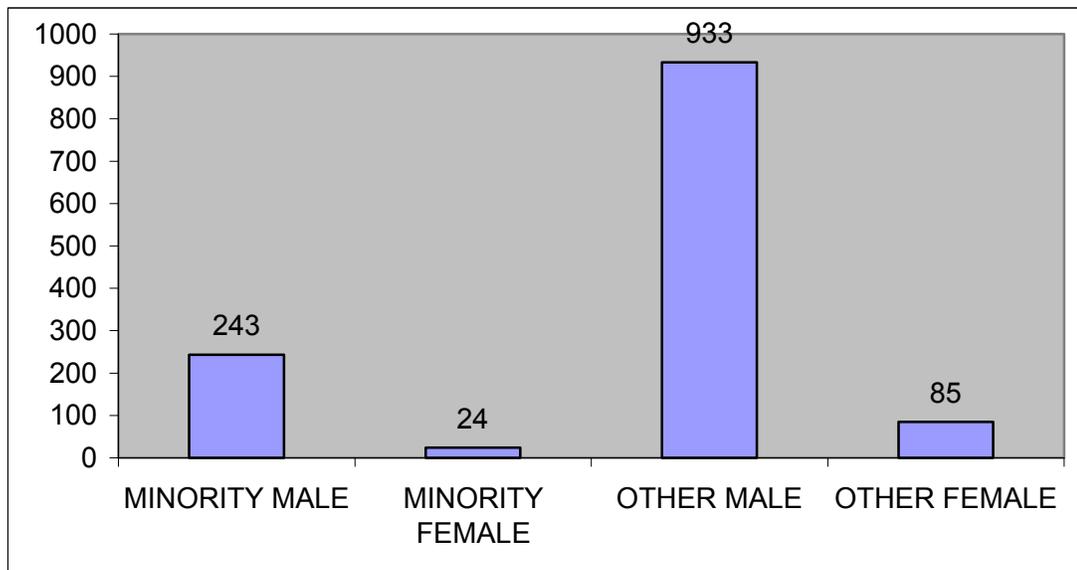
**Note:** A total of 3299 individuals were registered in 2003

**Table 3. Active Apprentices in 2003**



**Note: There were a total of 12,720 active apprentices in 2003**

**Table 4. Apprentices Receiving Apprenticeship Completion Certificates in 2003**



**Note: A total of 1,285 apprentices received apprenticeship completion certificates in 2003**

# 2003 APPRENTICESHIP COMPLETIONS

## More Than 100 Completions

215	Construction Electrician
108	Carpenter

## 50 to 99 Completions

85	Laborer
75	Elevator Construction Mechanic
59	Ironworker
59	Sheet Metal Worker

## 25 to 49 Completions

45	Gypsum Drywall Sys Installer/Resident Drywall
35	Sprinkler Fitter
34	Plumber
33	Meatcutter, Retail
32	Construction Lineman
29	Roofer
28	Commercial Glazier
28	Fire Fighter

## 10 to 24 Completions

24	Low Energy/Sound and Communication
22	Brick Layer
20	Cement Mason
19	Painter and Decorator
17	Corrections Officer
17	Tree Trimmer
16	Drywall Finisher
16	Refrigeration Mechanics
15	Sheet Metal Service Technician
14	Lineman
13	Pipefitter
12	Construction Equipment Operator
10	Acoustical Applicator
10	Plasterer

## 5 to 9 Completions

9	Steamfitter
8	Automotive Machinist (Automotive Repair Shop)

8	Industrial Millwright
8	Potable Water Supply & Service Worker
7	Child Care Assistant/Associate I
7	Pointer/Cleaner/Caulker
6	Asbestos Worker
6	Machinist
5	Boilermaker (Field Construction & Repair)
5	Carpenter, Piledriver
5	Child Care Site Coordinator/Associate II
5	Maintenance Lineman
5	Residential Wireman
5	Scaffold Erector

### Under 5 Completions

4	Heavy Duty Equipment Mechanic
4	Industrial Maintenance Mechanic
4	Machine Tool Maintenance Mechanic
4	Meterman
4	Teamster
4	Tilelayer
3	Automotive Technician
3	Cosmetologist
3	Gas Main Fitter
3	Industrial Maintenance Electrician
3	Industrial Maintenance Millwright
3	Instructional Assistant
3	Marble Setter
3	Meter Technician
3	Millwright
3	Residential Carpenter
3	Tool and Die Maker
3	Traffic Control Painter
3	Wire Electrician
2	Carpet/Linoleum/Resilient Tile
2	Industrial Maintenance Electrician
2	Industrial Mobile Equipment Mechanic
2	Industrial Pipefitter/Welder (Maintenance)
2	Industrial Predictive/Preventive Mechanic
2	Line Electrician
2	Mill & Cabinet Maker
2	Plant Maintenance Worker (Lubricator)
2	Residential Glazier
2	Secretary (Clerical)
1	Accounts Payable Clerk
1	Auto Refinisher Technician

1	Boilermaker
1	Cable Splicer
1	Coach Heavy Duty Diesel Mechanic
1	Customer Service Coordinator
1	Dispensing Optician
1	Drywall/Metal Stud/Acoustical Ceiling Applicator
1	Environmental Control Painter
1	Exterior-Interior Specialist
1	Generation Mechanic
1	Housing Plumber
1	Hydro Electric Maintenance Machinist
1	Industrial Instrument Mechanic
1	Industrial Maintenance Electrician
1	Industrial Maintenance Machinist
1	Industrial Millwright
1	Industrial Sheet Metal Worker/Welder (Maintenance)
1	Lather
1	Library Technician
1	Lighting Electrician
1	Marine Machinist
1	Motor Shop Electrician
1	Piledriver
1	School Secretary
1	Tile/Terrazzo/Marble Finisher
1	Tool and Cutter Grinder

## FOR MORE INFORMATION

**Apprenticeship Program**  
**Department of Labor and Industries**  
**PO Box 44530**  
**Olympia, WA 98504-4530**  
**Phone: 360-902-5320 Fax: 360-902-4248**  
**Web site: <http://www.lni.wa.gov/TradesLicensing/Apprenticeship>**

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